

Attract Prepare Retain Special Educators and Related Services Providers: Summary of Findings and Recommendations

Barbara Van Haren, PhD

Education Consultant

October 11, 2022



WISCONSIN DEPARTMENT OF
Public Instruction
Jill K. Underly, PhD, State Superintendent

**The key to quality
education is a quality
educator in every
classroom.**



Definitions to Guide Discussion

Special Educator- an individual who provides specially designed instruction to students with IEPs.

Related Services Provider -an individual who provides related services (OT, PT, O&M, EI, etc) to students with IEPs.

License with Stipulations (LWS) - provisional license



Definitions to Guide Discussion

Attrition: Teachers leave the field of education for non-education work (e.g., change careers, stay home with children, retire from profession)

Transfers: Teachers transfer from special education to general education or administrative positions

Migration: Teachers move to another special education position



	Reported Shortages by Subject Area*	School Districts	Independent Charter Schools	All Respondents
	Special Education	53%	36%	52%
	Math	27%	27%	27%
	ELA	25%	27%	26%
	CTE	26%	9%	26%
	Science	18%	9%	18%
	ESL	17%	0%	17%
	Social Studies	6%	0%	5%

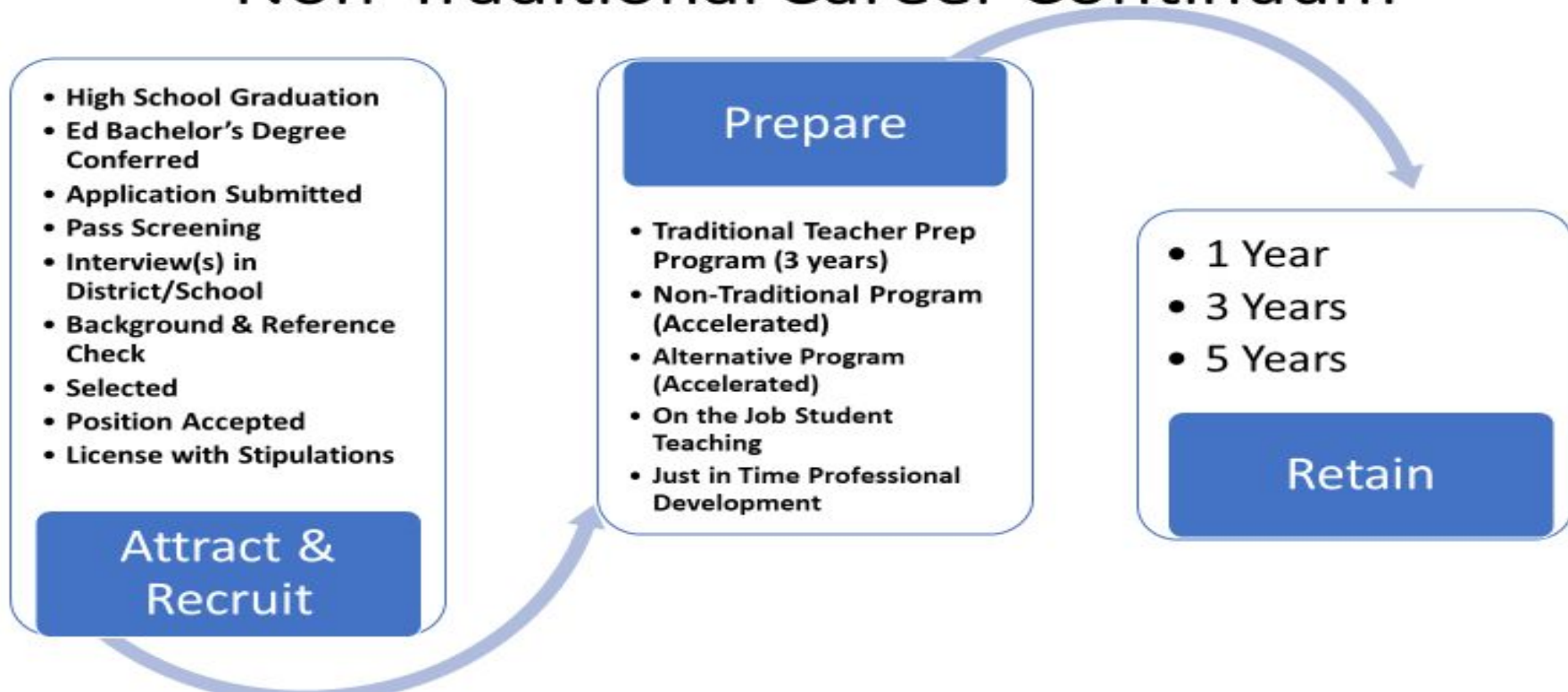
Career Continuum

Traditional Career Continuum



Career Continuum

Non-Traditional Career Continuum



**What has been your greatest
challenge in filling vacancies this
year?**



Attract

- Pipeline
- Grow Your Own Programs
- Fiscal Constraints



Prepare

- **Availability and Accessibility of Educator and Related Services Preparation Programs**
- **Flexibility in Certification**
- **Requirements in Certification**



Retain

- Lack of Support Systems (coaching, mentoring and just in time professional development)
- Caseload/Workload
- Climate and Culture



**What strategy has worked best for you
in addressing staffing challenges?**



Attract: Provide Financial Support

- to establish opportunities and offer scholarships to high school students to work with students with IEPs
- to develop partnership with IHEs and community organizations to develop a Grow Your Own (GYO) program.
- to provide scholarships or loan forgiveness; paying for tuition for coursework, course textbooks, release time, or degree completion for currently employed paraprofessionals or others to pursue a career in special education or related services.



Attract: Provide Financial Support

- to strengthen compensation scales, offer signing bonuses and grant salary advancements to cover tuition costs accrued prior to initial pay period.
- to provide scholarships or loan forgiveness; pay for tuition for coursework, course textbooks, release time, or degree completion new and LWS teachers in special education or related services.
- to offer housing assistance and relocation reimbursement.



Attract: Provide Financial Support

- to provide stipends to experienced educators or pay for national certifications (O&M, SLPs, etc.) of experienced related services providers to have the necessary qualifications to accept student placements for practicum, clinical, affiliations, student teachers, and interns.
- to expand recruitment process, such as participation in job fairs, purchasing software, contracting recruitment agencies, marketing and social media strategies.



Prepare: Provide Financial Support

- to develop and implement a Statewide Training Program to provide just in time professional learning on the use of High-Leverage Practices in Special Education , Comprehensive Evaluations, CCR IEPs, meeting facilitation and monitoring progress. (Georgia model)
- to offer paid release time (substitute) to pursue licensure or other professional development (e.g., attend classes, complete assignments, meet with a mentor or coach, attend just-in-time professional learning opportunities).
- to develop or expand educator preparation programs options to ensure availability and accessibility for non-traditional and working students.



Retain: Provide Financial Support

- to develop and implement a Statewide Induction Program to provide coaching on professional learning and a networking/support system including compassion resiliency.
- to provide manageable workloads, smaller caseloads, minimize extra duties, and clerical help for paperwork and scheduling meetings.
- to secure substitute teachers by offering incentives, leveraging retirees, paying for license and course requirements.



Other Recommendations

- Develop statewide guidance on caseload vs. workload
- Leverage existing professional learning resources and trainings
- Address barriers to certification and licensing requirements
- Initiate a statewide marketing/public relations campaign.
Highlight positive educational stories.
- Leverage existing IDEA Entitlement dollars to address recruitment and retention efforts in special education: (Link)



Leveraging IDEA Funds to
Attract/Prepare/Retain Special
Educators & Related Services Providers:
Allowable Costs



Federal Funds Assurance

- If using federal funds to implement any of the following recruitment and retention suggestions, the subrecipient must ensure the cost is reasonable and necessary and consistent with 2 CFR § 200.430 (compensation) and § 200.463 (recruiting costs). Any compensation or benefit provided must be pursuant to an established compensation plan, as well as consistent with applicable collective bargaining agreements and other relevant policies and requirements.



**How have you creatively leveraged
IDEA or other federal funds to address
staffing challenges?**



Attract Solutions: Costs Associated with

- Recruitment Activities
- Hiring Interns
- Paid Release Time
- Financial Incentives
- Reduce caseload or workload
- Middle/High School Volunteer or For-Credit Opportunities
- Grow Your Own Programs
- IHE Partnerships and Residency Programs



Prepare Solutions: Costs Associated with

- Paid release time for new/LWS educators to further coursework or other professional development
- Paid release time for new/LWS BIPOC educators to network and collaborate with other educators/mentors of color
- Paid release time for new/LWS educators to observe and collaborate with veteran special education experienced with diverse learners.
- Paying or reimbursing Wisconsin's pathways to gain full licensure.
- Virtual supports, such as e-mentoring, video-based coaching and/or PLCs, to deliver job-embedded professional development.



Retain Solutions: Costs Associated with

- Reduce caseload/workload
- Provide teacher induction
- Create “Just in Time Learning Plan” with free resources
- Provide professional learning and support to leaders on how to provide high-quality instructional coaching in HLPs and EBPs
- For more information: [Attract Strategies Role Guide](#) and [Strategies Funding Guide](#)



2023-25 Biennium Budget

- **Increasing, diversifying, and strengthening the educator pipeline**
 - Support future educators while they complete required student teaching of educator preparation programs and future librarians as they complete valuable experience in the field by providing stipends, as well as providing stipends to cooperating teachers in recognition of the significant amount of time they dedicate to work with student teachers and interns.
 - *\$10.8 million beginning in FY25.*
 - Reimburse school districts and independent charter schools for building teaching capacity in Wisconsin's schools through grow-your-own initiatives and programs, including pathways for staff to complete a program leading to an education degree and/or licensure, as well as supporting student organizations that encourage high school students to pursue careers in education.
 - *\$10 million beginning in FY25.*



IDEA Discretionary Grant: Educational Interpreters

- Existing educational interpreter preparation programs in Wisconsin are eligible to develop a proposal and apply for the IDEA discretionary grant not to exceed \$100,000 in one or more of the following areas:
 - Increase capacity to produce more educational interpreter graduates by increasing the number of educational interpreter faculty.
 - Develop a hybrid model. An online hybrid format offers flexibility for students who are working or starting to be interpreters and to help working professionals continue their education.
 - Provide out of school time learning options; courses offered in the evenings and on weekends.
 - Purchase state-of-the-art digital technology to be used by high-quality instructors for distance learning.



IDEA Discretionary Grant: Attract & Retain Special Educators

Attracting and Retaining Wisconsin's Special Educators and Related Services Providers

Develop and implement a statewide model induction program using a multi-level system of support based on the needs of special educators and related service providers in their nascent years. The statewide induction program provides just in time professional learning, coaching based on professional learning, and a support network/cohort:

- Develop and implement multi-day train-the-trainer sessions and materials to develop the capacity of CESAs and others to deliver “just in time” training to new special education teachers and related services providers on the use of [High-Leverage Practices in Special Education](#), Trauma Sensitive Schools, Comprehensive Evaluations, CCR Individualized Education Program (IEP) development and meeting facilitation and monitoring progress. Provide regional and urban just in time training throughout the school year.
- Develop and implement a coaching structure to support both instructional and compliance elements of the training. Provide monthly coaching sessions for the training participants.
- Develop and implement a support network/cohort for beginning special educators and related service providers. Provide monthly/quarterly support and networking sessions to address real time needs based on compassion resiliency.



Please visit:

- For the complete Summary of Findings and other related information, please visit the dedicated DPI webpage:

[Resources to Attract, Prepare, and Retain Special Educators and Related Services Providers](#)

